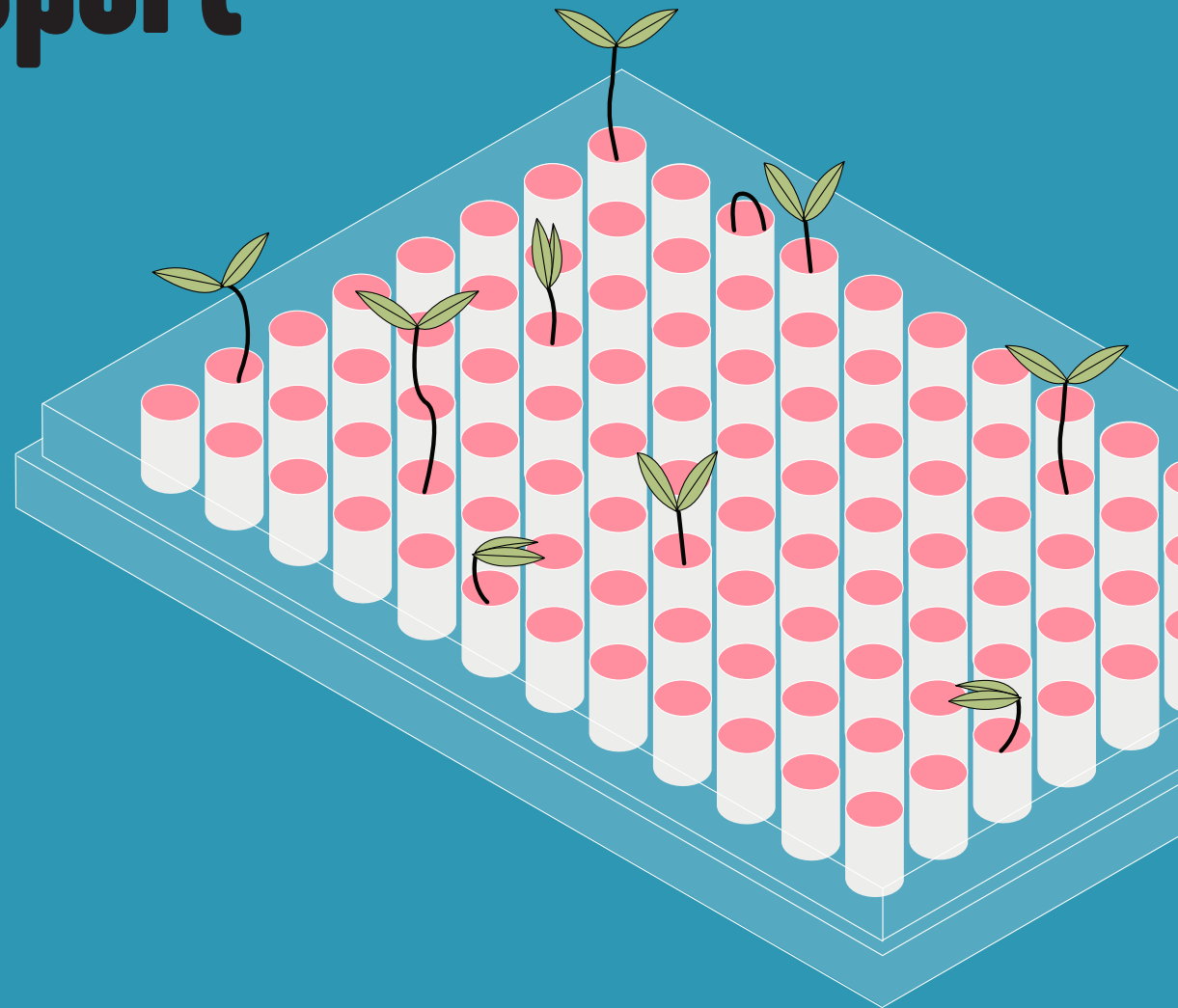


**MABTECH**

# Sustainability report 2022



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# We are making a difference!

## A message from our CEO

Mabtech is a remarkable company that strives to make a lasting impact by developing innovative tools for life science research. Since my initial visit to our headquarters in Nacka two years ago, I have been consistently impressed by our company's performance. Our achievements in both customer success and product development are a testament to our commitment to meaningful endeavors.

At Mabtech, we prioritize continuous learning and growth, even if it means unlearning established practices. Recently, during our materiality analysis to understand sustainability related risks and impacts of our business, we gained valuable insights. While we acknowledge the significance of reducing our emissions, we discovered that our primary impact lies in our contribution to the research community. Specifically, our unwavering dedication to Sustainable Development Goal 3, Good Health and Wellbeing, forms the foundation of our business.

In this inaugural sustainability report, we aim to showcase our accomplishments in sustainability while transparently addressing areas for improvement. By doing so, we foster internal discussions within our organization, enabling meaningful dialogues with stakeholders at various levels.

We have collaborated with external experts to analyze our achievements. While anticipating future obligations to report our sustainability footprint, we believe it is essential to proactively disclose our current footprint without delay, hence the release of this report.

Sincerely,

Jan Wahlström, CEO



# Our story

## This is Mabtech

Mabtech was founded in 1986 by researchers at the Department of Immunology at Stockholm University, Sweden. Mabtech develops and manufactures a wide range of high-quality monoclonal antibodies, kits, peptide pools, and instruments for *in vitro* applications in biomedical science. Today, Mabtech is a leading supplier of ELISpot and FluoroSpot reagents in the world. Since the start the company has been a continuously growing and strongly research-oriented organization.

Our headquarters are located in Nacka Strand, just east of Stockholm. We do everything here, from research and production to finance, IT, quality control, marketing, distribution, and sales. To ease accessibility to our products, we have a sales office in Cincinnati, USA, and collaborate with great distributors around the globe. We listen carefully to the needs of our customers and respond accord-

ingly in order to build mutually fruitful relations. The aim to satisfy customer needs involves everyone at Mabtech and affects all customer communication. We are proud of continuously receiving numerous positive feedback and many returning customers. Mabtech AB has chosen to comply with the international standards ISO 9001 and ISO 13485, for the establishment, maintenance and development of its quality management system. The compliance is audited annually by external audits and the certificates have been maintained without interruption since 2006 when Mabtech AB first aimed for certification.

## Message from one of our founders

As one of the founders of Mabtech, I have had the opportunity to follow the company for almost 40 years. During this period, great progress has been made in decoding our immune system and how it works in health and disease. This has in turn enabled new clinical applications, with therapeutic antibodies and other immune-based therapies, to become the standard treatment for many disorders. It has also laid the ground for developing new effective vaccines not only against infections but also against cancer, allergy and autoimmune disease.

Much of this progress has only been possible through the concurrent development of new techniques and methodologies. Already since its inception, this has been the focus area of Mabtech and we are proud to have introduced several products that have become widely used by immunological researchers as well as clinical developers. In particular, with the ELISpot and FluoroSpot



**Staffan Paulie,**  
**Founder and former CEO:**

techniques, Mabtech has contributed critical tools by which to investigate the many important roles of T lymphocytes and other immune cells.

Without doubt, we will in the coming years see a continued rapid advance in the immunological field providing the means for new and effective therapies. Mabtech will remain committed to developing the investigative tools which may facilitate and support this progress.

## Mabtech and the Sustainable Development Goals

A starting point for our sustainability work is the [2030 Agenda for Sustainable Development](#), approved by Heads of State at the United Nations in 2015. The agenda points to the necessity for a development that meets the needs of the present without compromising the ability of future generations to meet their own needs. Concerted actions from all society are required to achieve this goal. Although the agenda was originally developed for governments, we find that we can align our ambitions to several of the Sustainable Development Goals (SDGs). That makes us part of a global movement who believes that business can and should make a difference for people and our planet.

The materiality analysis and development of the sustainability plan, were guided by the 2030 Agenda for Sustainable Development. With this guideline, we believe that the most important contribution from

Mabtech relates to the following SDGs:

**Goal 3: Good Health and well-being:** This is at the core of our business; it is a goal that inspires us and gives us direction

**Goal 8: Decent work and economic growth:** We are what we are because of our employees. We care for each other and we succeed together

**Goal 9: Innovation and infrastructure:** This is what we do. We are all about research, development and innovation

However, several other SDGs also carry relevance for us, including Goal 5 (gender equality), Goal 13 (climate change) and Goal 17 (cooperation to reach the goals). In this report, we will mainly track our contributions to SDG 3, SDG 8 and SDG 9. The recent sustainability plan has defined specific goals for the future work at Mabtech and the results will be presented in next year's report.



Julia Salazar-Gustavsson, Customer Success Manager:

**I feel privileged to be part of Mabtech's journey towards more sustainable and equitable corporate practices. Our work will hopefully provide the basis for informed decisions regarding real change and, thus, a tiny contribution to achieving the UN's Agenda 2030 goals.**

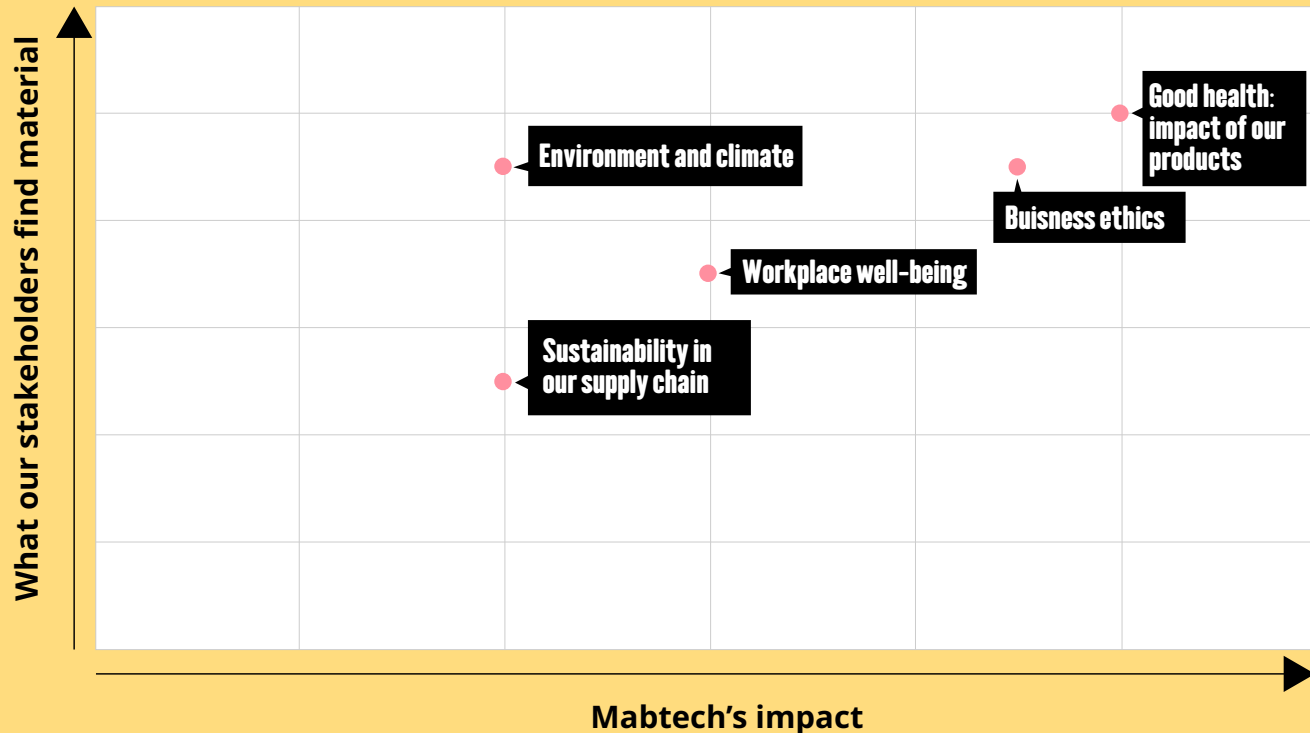
# Our approach

## Materiality and goals

The world faces huge health challenges. Infectious diseases and threats to human health are among them, as recently shown by the SARS-Cov-2 pandemic. Mabtech's business is in the field of immunology, supporting research. Our focus is to aid researchers by supplying optimal methods, immunoassays and instruments. This is our main contribution to a more sustainable world.

Early 2023 we developed a sustainability plan based on materiality analysis. The analysis was made to assess the importance of different sustainability related areas for our business. Aspects of sustainability were evaluated with regards to the impact from our business and the impact on our business. We also evaluated how important these issues are to some of our main stakeholders.

With input from the analyses, we defined our goals. The areas we find most important are **the impact of our products on good health, business ethics, workplace well-being (including diversity and inclusion), environment and climate as well as sustainability in our supply chain**. There are more sustainability related issues that are related to Mabtech but these are the ones that we have assessed to be most material in 2023.



# Our governance

## How we are organized

Sustainability has long been of great importance at Mabtech. Making a difference with regards to good health and well-being (SDG 3, good health and well-being) is a strong motivator in the organization.

The owners of Mabtech, represented by the board, have clearly expressed an interest to increase the actions, and the communication, on sustainability. The

management team at Mabtech has the overall responsibility for the organization on sustainable development with the Chief Quality Officer assigned as specifically responsible. The ambition to work for a sustainable development involves everyone at Mabtech as far as each employee is able.

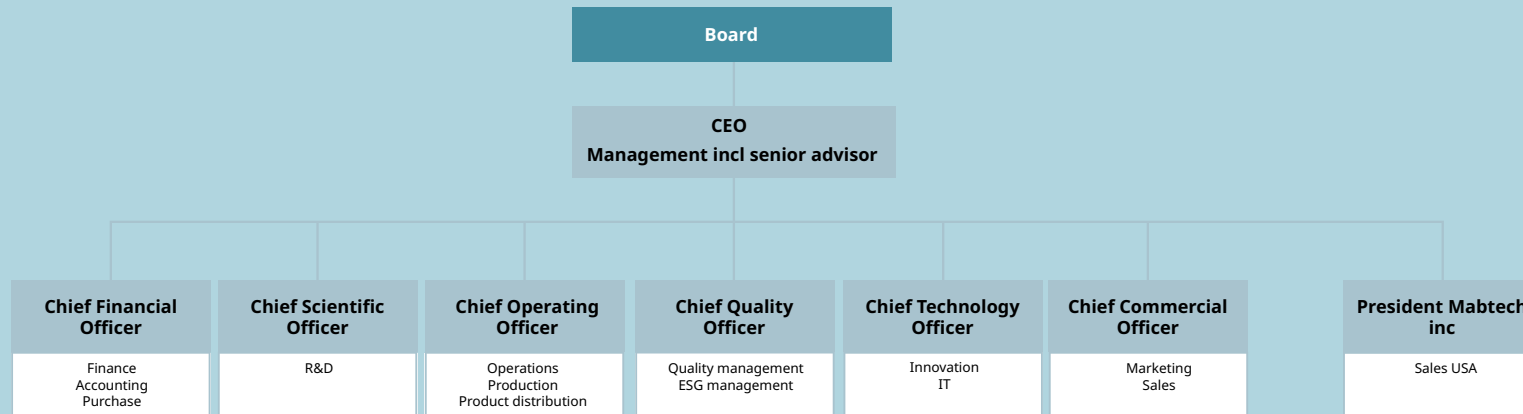
With the development of the sustainability plan and the materiality

analysis in 2023, we expect to give further structure to our work on sustainability. It will facilitate systematic action and thereby decrease some of the identified sustainability risks (see page 14). By connecting to the well-established quality management system, the sustainability work can be efficient and robust. It will lead to continuous improvement and offer preparedness to anticipated future demands on sustainability.



**Kopek Nihlmark**  
Chief Quality Officer

During my 20 years at Mabtech I have seen, and been a proud part of, an impressive development of the business. We are guided by an ambition to do good and make an impact e.g. by delivering high quality products. This also embraces sustainability and I am glad to see the ambition transferred into a systematic approach to sustainability. Mabtech has an efficient quality management system that is certified for ISO 9001 and ISO 13485 since 2006. The system is well suited to include sustainability. I believe that a wise and agile quality management system that includes sustainability matters will be key to a continued success for Mabtech.



# Our impact

## What we do

At Mabtech we develop and produce high quality monoclonal antibodies, immunoassays and instruments for *in vitro* applications in biomedical science. We aid scientists to reach new frontiers through optimal immunoassays and instruments.

Our products contribute to the development and evaluation of vaccines and other treatments of disease and ill-health. By offering excellent tools for research in the fields of vaccine development, cancer immunotherapy and diagnosis of infectious diseases, Mabtech has a positive impact on the actions for good health. In order to develop new products and to find new applications for existing products, we work closely with the research community around the world, academic as well as industrial.

Like most companies, Mabtech makes both negative and positive footprints. Emissions, mainly from transports (scope 3 according to the [Green House Gas Protocol](#)), have a negative impact that we would like to reduce. On the other hand, we have a positive impact on health and well-being that we aim to increase. In the following pages we present Mabtech's achievements regarding sustainability.





## Access to health

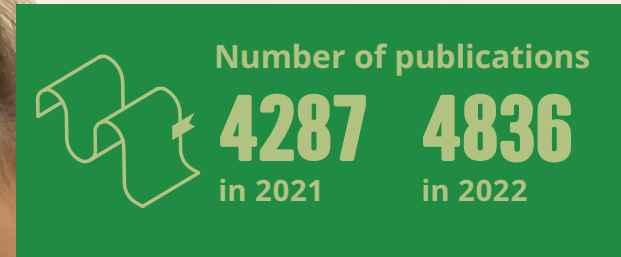
At the core of our business lies our ability to provide the research community with tools that help the development of e.g., new medicines or vaccines. Mabtech develops products for immunological research with applications for vaccine development (including the vaccines to combat COVID-19), cancer immunotherapy, malaria and HIV and treatments and diagnosis of tuberculosis. Our products are also used in many other research areas that promote good health; treating autoimmune diseases, improving transplantation and allergy being among them.

Our publication data base contains thousands of scientific publications in these areas where researchers have

used products from Mabtech. The number of publications is steadily increasing.

In addition to providing products that can have relevance for good health research, we also look for ways to increase the impact of our products. For example, universities and non-profit organizations (NGOs) have been offered beneficial collaborations and support. We also enter into projects with a social impact where the social responsibility aspect is a valid reason for participation.

As an example, we are involved in a pioneering research project focused on combating tuberculosis and enhancing patient outcomes.



## Indicators

<p><b>Accumulated number of publications in scientific journals where Mabtech products were used</b></p>	<p>2021: 4287 2022*: 4836</p> <p>* data from 2022 is not yet complete</p>
<p><b>Accumulated number of publications in specific health research where Mabtech products were used:</b></p>	<p>393 on HIV infections 262 on cancer vaccines 200 on immunotherapy 201 on COVID-19 149 on tuberculosis</p>

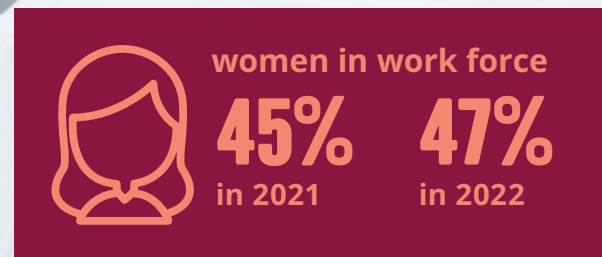
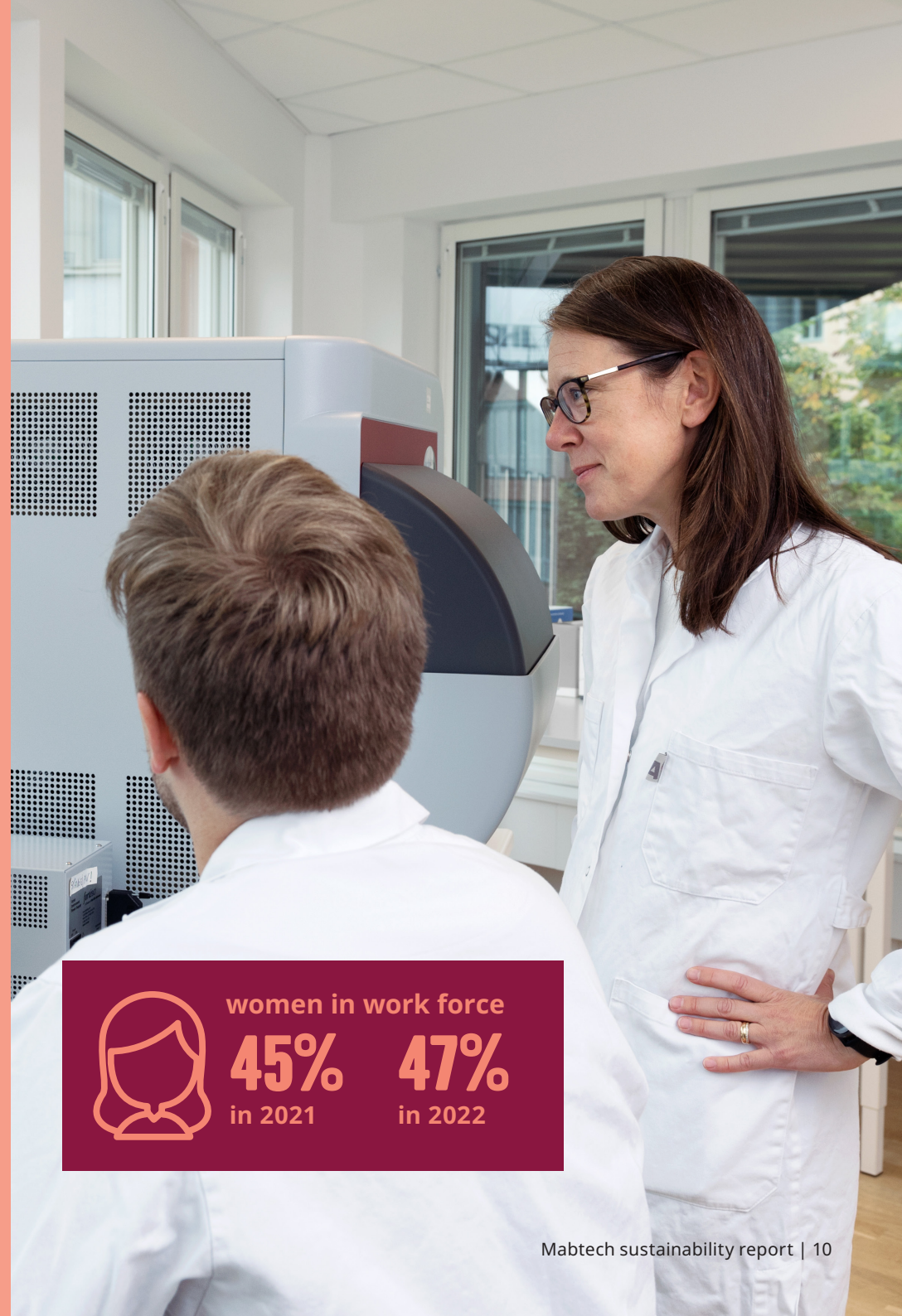
## Our people

The people working for Mabtech are truly one of our greatest assets. Their skills, experiences and dedication give Mabtech a thorough basis for continued growth and development. The nature of the business demands high ability to improve current methods and foster new ideas. This can be strengthened by encouraging difference and interaction. We have people from many backgrounds and different areas of sciences working at Mabtech. The everyday small talk as well as the organized meetings creates a strong company culture. The commitment and motivation of the employees are crucial for our success.

The work environment at Mabtech should offer job satisfaction and social participation. The work culture is described as open and honest, where everyone is important for creating a good work environment. We clearly express that employees should be treated with respect by colleagues and managers. Display of disrespectful behaviour is not tolerated. Victimization and harassment are unacceptable and considered serious threats to employee's wellbeing and health.

Indicators	2021	2022
Ratio of women in work force	45%	47%
Ratio of women in management	43%	43%
Number of employees	62	77 (+24%)
Absenteeism at Head office	3.4%	2.9%

Snapshot 2022		
Educational level at Head office	Holds university degree	78%
	Holds post graduate degree	28%
Languages spoken at Head office		18





**Helén Zemack,**  
QC-scientist

**Tell us, Helén, what have we done to reduce the use of chemicals and antibiotics, in our operations?**

Over a long period of time, we have decreased the use of antibiotics in our cell cultures. More recently, the cell cultivation has been made more efficient, which largely lowers the use of cell culture medium and antibiotics. One of our ongoing projects is to reduce the use of hazardous chemicals. Recently we could stop using a carcinogenic dye when counting cells and replace it with a non-toxic dye from the food industry. For chemicals that we still need to use even though they are toxic, we perform risk assessments, starting with the most hazardous chemicals. Where it is possible, we substitute these chemicals with safer alternatives and send the others for proper destruction. As a result, the amounts of toxic substances used have decreased and the hazardous waste from our processes is below 10 kg per year. The actions aim to ensure that we all are protecting ourselves, our colleagues, and the environment in the best way possible.

**Climate & nature: emissions and more**

In recent years analyses of some of the CO<sub>2</sub>-emissions have been made, namely those that can be traced to direct operations (scope 1 and 2, according to the [Green House Gas Protocol](#)). In conclusion, the emissions from direct operations are low, lower than the average company, per earning as well as per employee (source CDP.net). It is a conscious decision not to have company cars and promote leasing of bikes.

The heating and cooling of operations at the Head office consumes 98% renewable energy and the electricity used is 100% renewable power (water power 72.4%, wind power 23.1%, bio mass 4.4% and 0.1% solar power). The number of employees and the area of the facilities increased from 2021 to 2022 explaining the rise in water and energy consumption.

Hence the direct operations are

mainly fossil free. The detailed information about the energy use at Mabtech Inc. is so far limited, but the carbon footprint is relatively larger than Mabtech AB's, due to a higher percentage of fossil fuel derived energy. We will look into this; however it should be mentioned that the office in USA only makes up around 10% of Mabtech in terms of facility area and office-based employees.

As for many other companies, Mabtech's biggest emissions are indirect, in scope 3. This comprises, among other things, all transports, including shipment of products to customers and delivery of material to our operations. It also includes business travel, mainly air travel. Currently, we do not collect data on our scope 3 emissions, a weakness that is addressed in the sustainability plan.

Though we are producing biomed-

cal products, largely in a laboratory environment, we have managed to keep the use of hazardous chemicals and materials low in the operations. The amount of hazardous waste collected for destruction is less than 10 kg per year and keeps decreasing by ongoing process improvements. Mabtech uses no hazardous chemicals that require registration according to the REACH-regulation.

Our readers, IRIS and ASTOR, weigh 18 and 29 kilos and consist mainly of plastic, metal and electronics. The readers are of highest quality and designed to last long. The carbon footprint per kilo is estimated to be similar to average electronic equipment, but no complete product life cycle analysis has been made. We actively offer service, remote or on-site, to support long product life of the readers.

Indicators*	2021	2022
<b>Scope 1 and 2</b>	Electricity: 167 512 kWh District heating: no data available	Emission: 7279 kg CO <sub>2</sub> e Electricity: 180 867 kWh, 100% renewable District heating: 134 800 kWh, 98% renewable
<b>Scope 3</b>	Not systematically collected	Not systematically collected
<b>Water consumption</b>	775 m <sup>3</sup>	823 m <sup>3</sup>
<b>Hazardous waste</b>	<10 kg	<10 kg

\*Mabtech AB only, detailed data from Mabtech Inc not available.

## Ethics and anti-corruption

On a more general note, we wish to be a good corporate citizen and add value to the society. We pay taxes, comply with rules and regulations, and build trustworthy relationships with customers, suppliers, and other stakeholders. In other words, we want to do the right thing for this and future generations. We take responsibility and our impact – or legacy – is more than emissions and good health.

For us at Mabtech business ethics are of great importance; and we are committed to conducting business in a proper and honest manner. Mabtech has zero-tolerance to bribery and corrupt activities. We have recently established a formal policy, as well as an SOP, regarding anti-corruption and anti-bribery which all employees are required to read. The arrangements that Mabtech makes with third parties, require that the third party complies with minimum standards and procedures relating to anti-bribery, corruption and sanctions. We have no reported incidents relating to corruption or other unlawful or unethical behavior.

Mabtech will never have dealings with a party that is under sanctions. New customers are assessed on the basis of country of origin and scope of business. A list of countries with red flags is used for the assessment. Every customer making a purchase from Mabtech will need to agree to our Terms and conditions, requiring compliance with all relevant directives, laws and regulations relating to anti-bribery, anti-corruption and sanctions.

# Mabtech has zero tolerance to bribery and corruption



### Indicators

<b>Number of formal complaints on ethics or corruption</b>	0
<b>Ratio of employees that have read the anti-corruption guidelines</b>	100%

## Supply chain

Suppliers of material for our operations are selected with care to ensure the high quality of Mabtech products. Selection is based on their capacity to fulfill the purchase requirements: material quality, reliable delivery and price. The suppliers are mainly European companies that report their sustainability impact in accordance with EU regulations. However, we have not yet included sustainability in the

selection criteria, but it has been identified as an area for improvement. The current structure for selection of suppliers is to be extended to include requirements on sustainability.

Regarding the supply chain of Mabtech's products to end customers, we work with international distributors such as UPS, FedEx and DHL, whom have all set up goals for a more sustainable business with regards to reducing

carbon emissions and increasing social responsibility. Most of our products are small in size and light in weight, resulting in low energy per transported product. To reduce our scope 3 emissions, it is an ongoing project to review product packing in order to find more sustainable solutions.





# Risks

The matrix below is a summary of risks and actions identified in previous analysis made by Mabtech, as well as new points identified when we developed our sustainability plan in early 2023. By no means exhaustive, the matrix highlights the risks that we currently believe most material.

Risk area	Description of risk	Preventive action
<b>Inability to focus on important sustainability challenges</b>	Lack of knowledge and/or competing priorities makes sustainability work scattered or insufficient.	Keep materiality analysis updated, implement sustainability plan, increase knowledge preparedness for upcoming sustainability regulation.
<b>Relevance of Mabtech’s products</b>	Products not perceived relevant in a changing world by our customers, or too expensive for researchers working on neglected diseases with low funding.	Stay informed about development of new methods. Develop and implement identification of “shared value” projects.
<b>Carbon footprint</b>	Improper measurement and/or decarbonisation measures on emissions (especially scope 3).	Assess and re-assess sources of emissions and start measuring most relevant emissions. Develop guidelines on transport and means of distribution.
<b>Ethics, anti-corruption and compliance</b>	Corruption or other unethical behaviour occurs within Mabtech or in relation to our value chain. Sanctions are not considered.	Ensure compliance to existing policies and sanctions, and increase training of sales team. Increase identification of risks.
<b>Perception of Mabtech’s sustainability work by e.g. customers and staff</b>	Staff or other stakeholders have poor information about Mabtechs sustainability work or feel unable to influence or find efforts insufficient. It may result in loss of trust and difficulties to attract and retain talent.	Disclose sustainability information in sustainability report and on website. Workshops and seminars with staff when there is a perceived need.

# MABTECH

Finally, we hope you found this report valuable. We have no doubt that our sustainability work as well as our reporting will improve in the coming years. Sustainability, however, is not a race with only winners and losers. Rather, we all win when any one company improves. Therefore, we would be grateful for any feed-back you may have on this report or on our work in general. Please feel free to contact us!

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